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EASTERN
REGION**in this issue:**

- > Did you know?
New USERRA Poster now available.
- > Employment Law Poster available at no charge.
- > New Data on Job Vacancies
- > 5-Star Recognition Program
- > Economic Update

State of Utah

Department
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Update from Vernal:**Davis Jubilee Grocery Store Doing Well**

Meet Matt Massey, 38 years old, high school diploma with no college training, and manager of the Davis Jubilee Food Store in Vernal, Utah.

Matt is not new to the grocery business. He started in high school working at the store, which was then owned by Safeway's, and has worked there since. About five years ago, he was promoted to Assistant Manager, then in 2003, he was given the job as manager.

"I am an example of someone who was worked hard, watched, learned and stayed with what I enjoy," says Matt. "In our store in Vernal, you have to keep focused on customer service, offer good products, and be active in the community."

Davis Jubilee is a sterling example of community involvement. Their activities include:

- Sponsoring local sports teams
- Providing all the food, free of charge, at the annual Shriner's picnic
- Buying livestock at the Junior Livestock show
- Selling tickets for community events
- Supporting the annual Dinosaur Roundup Rodeo

The Davis Jubilee store has 30 full time employees, and another 30 part time. Annual payroll exceeds \$1 million. Massey said that the entry wage for someone with little or no experience is \$6.50 - \$7 per hour. "The store had a very strong year last year, with sales up over 10% from the previous year," said Massey, and "we expect to see that trend continue."

One of the popular features is the 'Courtesy Booth'. The booth is located at the front of the store and is a place where custom-



Marilyn Wallis and Matt Massey standing in front of courtesy booth

ers can cash local payroll checks, purchase money orders and stamps, get photo copies, send and receive money, purchase tickets for local events, as well as other services. Massey observes "Our customers use the services frequently and enjoy the convenience of the courtesy booth."

Matt says he has used the Department of Workforce Services (DWS) exclusively for recruiting new employees. "We probably have 20 openings a year, and we list them all with Workforce Services. Our area has lots of jobs in the oil field right now, but we are still able to get qualified people who want to work in the store." Matt says he often calls Marilyn Wallis, the DWS Vernal Representative, for questions on employment law. "She researches the question and gets back to me with the correct answers."

Benefits are provided to all full time employees, and store management tries to offer little extras to all employees. One of the favorite perks is two tickets to a Jazz game. The tickets come from the store's owner, Jim Davis, who enjoys sharing his season tickets with employees. "Our employees are out in the community, and represent our store," said Massey, "And we do our best to treat our employees well while they are at work."

UPCOMING EVENTS/SEMINARS

1st Annual Flaming Gorge Business Development Conference
April 7th, 2005. Location: Manila. Contact 435-784-3218 for info

Fourth Annual Rural Business Conference

May 3 and 4, 2005, hosted by Sen. Bob Bennett. Location: College of Eastern Utah in Price, visit www.ruralutah.com for info and registration.

Did you know?

NEW USERRA POSTER NOW AVAILABLE

(Courtesy of Michael Patrick O'Brien, SHRM Legal Representative)

On December 10, 2004, President Bush signed the Veteran Benefit Improvement Act (VBIA) of 2004. One of the requirements of the law is that employers must provide employees with notice of their rights, benefits and obligations under USERRA. This requirement may be met by posting the DOL's model poster by March 10, 2005. This poster is now available for free at <http://www.dol.gov/vets/programs/userra/poster.pdf>

REQUIRED EMPLOYMENT LAW POSTERS AND WHERE TO FIND THEM AT NO CHARGE!

By Shelly Burleson

Some of Utah employers have received letters in the mail from companies that sell Labor Law posters. Employers have the right to purchase posters if they would like to do so however, all required Labor Law posters are available at no charge for all Utah employers!

In 2004, the Department of Workforce Services created a 5-in-1 poster that was mailed out to targeted Utah businesses. Since that distribution the UOSH/OSHA information section has changed. If you received one of those posters and would like to obtain a replacement label for the section which was updated, please email Shelly Burleson directly at: sburleson@utah.com with your name, company name, address, and phone number and we will get a replacement label sent out to you as soon as possible.

To obtain required labor law posters, at no charge, please visit the below web sites: <http://jobs.utah.gov/employer/resource/posters.asp> or <http://jobs.utah.gov/employer/resource/inserts/0780RequiredPosters.pdf>

New Data on Job Vacancies from the Department of Workforce Services

The Department of Workforce Services (DWS) has just released a special study on job vacancies in Utah. It is available on the DWS web site at: <http://jobs.utah.gov/wi/pubs/vacancy/>.

The Job Vacancy Survey, conducted during the fourth quarter of 2004, measured the quantity and characteristics of vacant jobs in Utah by various geographic areas. It showed—for that quarter—what occupations were most in demand, which industries had the most vacant jobs, and identifies possible labor shortages and/or skill gaps in the labor force.

Employers throughout the state were contacted in every area and every industry. The response rate was 72 percent, representing 2,441 responding employers—private employers as well as local, state and federal government.

Results of the Job Vacancy Survey were grouped into four geographic areas of Utah: Metropolitan (Tooele, Utah, Wasatch, Summit, Morgan, Weber, Davis, and Salt Lake counties); Northern (Box Elder, Cache and Rich counties); Southwestern (Iron and Washington counties); and Nonmetropolitan (all the remaining counties).

Nate Talley, who conducted the survey, says "This survey gives us a good look at the current job openings in Utah. Job seekers can use it to see what kind of occupations are vacant, and employers can profile what labor shortages or skills gaps exist in the labor market. The characteristics of those openings, as reported by the employers, help us to profile the demands upon the labor market, and identify possible labor shortages or skill gaps."

The next (March/April) issue of our TrendLines magazine will contain the full printed report on the Job Vacancy Survey. Hard copies of TrendLines are available at any DWS office. The full report can also be seen on the Internet at: <http://jobs.utah.gov/wi/pubs/vacancy/>.

For more information on the Job Vacancy Survey, please contact Nate Talley at 801 526-9323.

5-Star Recognition Program

By Joyce Anderson, ESGR Coordinator

The Utah Committee for Employer Support of the Guard and Reserve (ESGR), an agency of the Department of Defense, is implementing a "Five-Star" employer recognition program to publicly acknowledge employers who provide support to their citizen soldier employees serving our nation in the Guard and Reserve. In the highest American tradition, these patriotic men and women serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need, and they deserve the support of every segment of our society.

In today's environment of continuous mobilization of National Guardsmen and Reservists, Utah's employers are becoming inextricably linked to the Nation's defense. ESGR recognizes that more employers are being impacted by the war on terrorism and the on-going military operations in Iraq and need to understand their rights and responsibilities under the law.

An employer can earn recognition and become an advocate by providing demonstrated support for the military volunteers who serve our nation. Employers can earn from one to five stars by showing their commitment in the following ways:

- Signing a Statement of Support publicly demonstrating their support for their employees who serve in the National Guard and Reserve.
- Reviewing their Human Resources policies to ensure compliance with the Uniformed Services

Employment and Re-Employment Rights Act Law (USERRA).

- Training their managers and supervisors to effectively manage their employees who serve in the Guard and Reserve.
- Adopting policies and programs that are "above and beyond" what is required by the USERRA Law.
- Becoming an advocate for employee service in the National Guard and Reserve and helping to promote the mission of ESGR.

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense volunteer organization established in 1972 to promote cooperation and understanding between the civilian soldier and their employer and assist in resolution of conflicts. The Utah ESGR volunteers provide free education, consultation, and if necessary mediation to employers throughout our state.

As the 1.2 million members of the National Guard and Reserve continue to perform an increasing number of unique missions within America's borders and beyond, ESGR will continue as a resource for the employers of America's Patriots. More information about ESGR Employer Outreach Programs and volunteer opportunities is available at www.esgr.mil or by calling Joyce Anderson, Program Support Specialist, at (801) 523-4492.

Need a Fast, Convenient and Free Method to List Your Jobs?

The Department of Workforce Services (DWS) has an online service where employers can post their jobs and immediately review profiles from qualified job seekers. This service is accessed at jobs.utah.gov. There is no cost for this service. DWS has continued to enhance this system since its inception making it a highly effective method of recruitment for businesses. DWS released a new edition of this service for employers in March 2005. This edition includes such enhancements as: simplified navigation, more employer control features, enhanced and simplified search capabilities for immediate viewing of job seeker summaries, reduced time to post a job, and ease of duplicating previous listings to shorten posting time for repetitive recruitments. Take advantage of our new system at jobs.utah.gov to see how effective it can be for your business. If you have any questions simply contact your local DWS Business Consultant and they will be glad to assist you.

Utah Department of Workforce Services

Executive Director's Office

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Salt Lake City, UT 84114-3100

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Permit #4621**Economic Information****Contact Numbers****ECONOMIC UPDATE***By – Michael Hanni, Regional Economist*

From the Uintah Basin's "oil patch" to San Juan County's breathtaking Monument Valley, employment grew through most of the Eastern Region in the third quarter of 2004. On the whole, the region saw job growth of 4.6 percent over the same quarter last year.

Getting down to specifics, employment growth was quite unevenly spread throughout the region, with some counties doing better than others. Reprising their role as the region's strongest growing economies, Uintah and Duchesne Counties posted job growth of 7.0 and 8.5 percent, respectively. A boom in mining exploration activity gave a welcomed boost to each county's economies. Interestingly enough, the bulk of the new jobs in these counties actually came from service-producing industries. Amid the growth in the Basin, Daggett County reported a slight – 0.9 percent – drop in employment.

The region's southeast quartet also performed admirably in the third quarter. Because of a boundary change between Emery and Grand Counties, the employment numbers for both counties are skewed. However, when taken together, the number of jobs in the two counties grew by 3.8 percent. Strong growth in San Juan County's leisure and hospitality industry pushed the county's overall job growth to 3.8 percent in the

Blanding	(435) 678-1400
Emery County	(435) 381-6100
Moab	(435) 719-2600
Monticello	(435) 587-2016
Price	(435) 636-2300
Roosevelt	(435) 722-6500
Vernal	(435) 781-4100

quarter. For the fourth member of this group, Carbon County, the third quarter brought the first positive year-over employment change in 18 months, a 0.8 percent increase.

For more information about the county economies of the Eastern Region, contact your regional economist, Michael Hanni (801-526-9403) or check out our website: <http://jobs.utah.gov/wi/Regions/County.asp>